

05-2431 OK, OKLAHOMA CITY

WAGE DETERMINATION NO: 05-2431 REV (02) AREA: OK, OKLAHOMA CITY

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2432

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 2005-2431
Director	Wage Determinations	Revision No.: 2
		Date Of Revision: 12/01/2006

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.74
01012 - Accounting Clerk II	13.72
01013 - Accounting Clerk III	18.28
01020 - Administrative Assistant	20.53
01040 - Court Reporter	18.17
01051 - Data Entry Operator I	9.95
01052 - Data Entry Operator II	10.86
01060 - Dispatcher, Motor Vehicle	14.81
01070 - Document Preparation Clerk	11.99
01090 - Duplicating Machine Operator	11.86
01111 - General Clerk I	10.68
01112 - General Clerk II	12.50
01113 - General Clerk III	18.00
01120 - Housing Referral Assistant	18.26
01141 - Messenger Courier	9.49
01191 - Order Clerk I	11.20
01192 - Order Clerk II	14.08
01261 - Personnel Assistant (Employment) I	13.52
01262 - Personnel Assistant (Employment) II	15.16
01263 - Personnel Assistant (Employment) III	17.58
01270 - Production Control Clerk	19.05
01280 - Receptionist	10.02
01290 - Rental Clerk	12.06
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	15.76
01313 - Secretary III	18.26
01320 - Service Order Dispatcher	13.07

01410 - Supply Technician	20.53
01420 - Survey Worker	13.90
01531 - Travel Clerk I	11.09
01532 - Travel Clerk II	11.65
01533 - Travel Clerk III	12.22
01611 - Word Processor I	10.99
01612 - Word Processor II	12.33
01613 - Word Processor III	13.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.64
05010 - Automotive Electrician	16.35
05040 - Automotive Glass Installer	15.47
05070 - Automotive Worker	14.08
05110 - Mobile Equipment Servicer	12.54
05130 - Motor Equipment Metal Mechanic	15.64
05160 - Motor Equipment Metal Worker	14.08
05190 - Motor Vehicle Mechanic	15.64
05220 - Motor Vehicle Mechanic Helper	11.98
05250 - Motor Vehicle Upholstery Worker	13.31
05280 - Motor Vehicle Wrecker	14.08
05310 - Painter, Automotive	14.86
05340 - Radiator Repair Specialist	14.08
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	15.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.04
07041 - Cook I	7.94
07042 - Cook II	9.56
07070 - Dishwasher	6.98
07130 - Food Service Worker	7.11
07210 - Meat Cutter	12.86
07260 - Waiter/Waitress	7.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.86
09040 - Furniture Handler	10.36
09080 - Furniture Refinisher	14.86
09090 - Furniture Refinisher Helper	11.75
09110 - Furniture Repairer, Minor	13.31
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.01
11060 - Elevator Operator	8.57
11090 - Gardener	10.75
11122 - Housekeeping Aide	8.57
11150 - Janitor	9.36
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.27
11260 - Pruner	8.74
11270 - Tractor Operator	10.09
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.46
12000 - Health Occupations	
12010 - Ambulance Driver	12.49
12011 - Breath Alcohol Technician	14.26
12012 - Certified Occupational Therapist Assistant	18.62
12015 - Certified Physical Therapist Assistant	18.26
12020 - Dental Assistant	12.71
12025 - Dental Hygienist	28.08
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58

12040 - Emergency Medical Technician	12.49
12071 - Licensed Practical Nurse I	11.43
12072 - Licensed Practical Nurse II	12.79
12073 - Licensed Practical Nurse III	14.26
12100 - Medical Assistant	11.17
12130 - Medical Laboratory Technician	13.00
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	11.24
12210 - Nuclear Medicine Technologist	27.92
12221 - Nursing Assistant I	8.06
12222 - Nursing Assistant II	9.06
12223 - Nursing Assistant III	9.89
12224 - Nursing Assistant IV	11.10
12235 - Optical Dispenser	11.91
12236 - Optical Technician	10.58
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.16
12305 - Radiologic Technologist	19.68
12311 - Registered Nurse I	21.96
12312 - Registered Nurse II	26.85
12313 - Registered Nurse II, Specialist	26.85
12314 - Registered Nurse III	32.49
12315 - Registered Nurse III, Anesthetist	32.49
12316 - Registered Nurse IV	38.95
12317 - Scheduler (Drug and Alcohol Testing)	15.85
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	20.67
13013 - Exhibits Specialist III	24.88
13041 - Illustrator I	18.96
13042 - Illustrator II	20.96
13043 - Illustrator III	26.17
13047 - Librarian	18.55
13050 - Library Aide/Clerk	10.77
13054 - Library Information Technology Systems Administrator	16.76
13058 - Library Technician	11.07
13061 - Media Specialist I	11.83
13062 - Media Specialist II	13.23
13063 - Media Specialist III	14.75
13071 - Photographer I	12.06
13072 - Photographer II	14.88
13073 - Photographer III	17.97
13074 - Photographer IV	22.44
13075 - Photographer V	25.75
13110 - Video Teleconference Technician	12.09
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.27
14042 - Computer Operator II	14.91
14043 - Computer Operator III	18.70
14044 - Computer Operator IV	20.23
14045 - Computer Operator V	22.41
14071 - Computer Programmer I (1)	19.89
14072 - Computer Programmer II (1)	22.83
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.06
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	13.27

14160 - Personal Computer Support Technician	18.48
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	22.48
15020 - Aircrew Training Devices Instructor (Rated)	27.20
15030 - Air Crew Training Devices Instructor (Pilot)	29.92
15050 - Computer Based Training Specialist / Instructor	25.02
15060 - Educational Technologist	21.69
15070 - Flight Instructor (Pilot)	29.92
15080 - Graphic Artist	18.92
15090 - Technical Instructor	17.25
15095 - Technical Instructor/Course Developer	21.09
15110 - Test Proctor	15.76
15120 - Tutor	15.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.65
16030 - Counter Attendant	7.65
16040 - Dry Cleaner	9.75
16070 - Finisher, Flatwork, Machine	7.65
16090 - Presser, Hand	7.65
16110 - Presser, Machine, Drycleaning	7.65
16130 - Presser, Machine, Shirts	7.65
16160 - Presser, Machine, Wearing Apparel, Laundry	7.65
16190 - Sewing Machine Operator	10.45
16220 - Tailor	11.15
16250 - Washer, Machine	8.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.99
19040 - Tool And Die Maker	24.44
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.81
21030 - Material Coordinator	19.12
21040 - Material Expediter	19.12
21050 - Material Handling Laborer	10.95
21071 - Order Filler	11.74
21080 - Production Line Worker (Food Processing)	13.81
21110 - Shipping Packer	12.05
21130 - Shipping/Receiving Clerk	12.05
21140 - Store Worker I	12.25
21150 - Stock Clerk	14.85
21210 - Tools And Parts Attendant	13.81
21410 - Warehouse Specialist	13.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.41
23021 - Aircraft Mechanic I	20.39
23022 - Aircraft Mechanic II	21.41
23023 - Aircraft Mechanic III	22.48
23040 - Aircraft Mechanic Helper	14.81
23050 - Aircraft, Painter	16.03
23060 - Aircraft Servicer	16.76
23080 - Aircraft Worker	17.75
23110 - Appliance Mechanic	15.24
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	19.91
23130 - Carpenter, Maintenance	14.95
23140 - Carpet Layer	14.17
23160 - Electrician, Maintenance	17.43
23181 - Electronics Technician Maintenance I	16.32
23182 - Electronics Technician Maintenance II	22.61
23183 - Electronics Technician Maintenance III	25.36
23260 - Fabric Worker	15.04

23290	- Fire Alarm System Mechanic	16.94
23310	- Fire Extinguisher Repairer	14.17
23311	- Fuel Distribution System Mechanic	21.17
23312	- Fuel Distribution System Operator	17.20
23370	- General Maintenance Worker	15.49
23380	- Ground Support Equipment Mechanic	20.39
23381	- Ground Support Equipment Servicer	16.76
23382	- Ground Support Equipment Worker	17.75
23391	- Gunsmith I	13.29
23392	- Gunsmith II	14.82
23393	- Gunsmith III	16.35
23410	- Heating, Ventilation And Air-Conditioning Mechanic	17.20
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
18.20		
23430	- Heavy Equipment Mechanic	17.20
23440	- Heavy Equipment Operator	16.82
23460	- Instrument Mechanic	18.72
23465	- Laboratory/Shelter Mechanic	16.65
23470	- Laborer	9.38
23510	- Locksmith	16.58
23530	- Machinery Maintenance Mechanic	17.43
23550	- Machinist, Maintenance	17.20
23580	- Maintenance Trades Helper	11.98
23591	- Metrology Technician I	18.72
23592	- Metrology Technician II	19.66
23593	- Metrology Technician III	20.63
23640	- Millwright	17.44
23710	- Office Appliance Repairer	16.65
23760	- Painter, Maintenance	16.35
23790	- Pipefitter, Maintenance	19.06
23810	- Plumber, Maintenance	18.32
23820	- Pneudraulic Systems Mechanic	17.44
23850	- Rigger	17.75
23870	- Scale Mechanic	15.81
23890	- Sheet-Metal Worker, Maintenance	19.43
23910	- Small Engine Mechanic	15.49
23931	- Telecommunications Mechanic I	19.69
23932	- Telecommunications Mechanic II	20.64
23950	- Telephone Lineman	19.01
23960	- Welder, Combination, Maintenance	17.20
23965	- Well Driller	17.44
23970	- Woodcraft Worker	17.44
23980	- Woodworker	13.79
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	8.41
24580	- Child Care Center Clerk	12.06
24610	- Chore Aide	8.73
24620	- Family Readiness And Support Services Coordinator	10.02
24630	- Homemaker	15.64
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.39
25040	- Sewage Plant Operator	15.27
25070	- Stationary Engineer	22.39
25190	- Ventilation Equipment Tender	13.00
25210	- Water Treatment Plant Operator	14.86
27000	- Protective Service Occupations	
27004	- Alarm Monitor	12.73
27007	- Baggage Inspector	11.19
27008	- Corrections Officer	17.42
27010	- Court Security Officer	19.68

27030 - Detection Dog Handler	15.03
27040 - Detention Officer	17.42
27070 - Firefighter	18.83
27101 - Guard I	11.19
27102 - Guard II	15.03
27131 - Police Officer I	20.53
27132 - Police Officer II	22.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.42
28042 - Carnival Equipment Repairer	10.14
28043 - Carnival Equipment Worker	7.38
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	12.82
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	15.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.57
29020 - Hatch Tender	17.54
29030 - Line Handler	17.54
29041 - Stevedore I	16.57
29042 - Stevedore II	18.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.06
30021 - Archeological Technician I	15.46
30022 - Archeological Technician II	18.59
30023 - Archeological Technician III	23.01
30030 - Cartographic Technician	21.63
30040 - Civil Engineering Technician	22.21
30061 - Drafter/CAD Operator I	14.05
30062 - Drafter/CAD Operator II	18.53
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	21.63
30081 - Engineering Technician I	14.93
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	20.55
30084 - Engineering Technician IV	26.62
30085 - Engineering Technician V	30.72
30086 - Engineering Technician VI	35.25
30090 - Environmental Technician	20.60
30210 - Laboratory Technician	16.28
30240 - Mathematical Technician	22.75
30361 - Paralegal/Legal Assistant I	17.11
30362 - Paralegal/Legal Assistant II	21.19
30363 - Paralegal/Legal Assistant III	25.93
30364 - Paralegal/Legal Assistant IV	31.37
30390 - Photo-Optics Technician	21.63
30461 - Technical Writer I	15.21
30462 - Technical Writer II	18.60
30463 - Technical Writer III	22.51
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	19.24

30621 - Weather Observer, Senior (3)	22.14
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.56
31030 - Bus Driver	13.33
31043 - Driver Courier	12.33
31260 - Parking and Lot Attendant	8.00
31290 - Shuttle Bus Driver	13.43
31310 - Taxi Driver	9.49
31361 - Truckdriver, Light	13.43
31362 - Truckdriver, Medium	15.17
31363 - Truckdriver, Heavy	16.94
31364 - Truckdriver, Tractor-Trailer	16.94
99000 - Miscellaneous Occupations	
99030 - Cashier	7.57
99050 - Desk Clerk	8.41
99095 - Embalmer	22.02
99251 - Laboratory Animal Caretaker I	9.96
99252 - Laboratory Animal Caretaker II	10.59
99310 - Mortician	23.29
99410 - Pest Controller	12.41
99510 - Photofinishing Worker	9.60
99710 - Recycling Laborer	9.72
99711 - Recycling Specialist	12.33
99730 - Refuse Collector	10.88
99810 - Sales Clerk	10.81
99820 - School Crossing Guard	7.43
99830 - Survey Party Chief	21.47
99831 - Surveying Aide	12.07
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	11.50
99841 - Vending Machine Repairer	13.84
99842 - Vending Machine Repairer Helper	11.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.